

IMT CODE OF CONDUCT AND ETHICS

- 1 INTRODUCTION
- 2 GENERAL PRINCIPLES
 - 2.1 Good Citizenship and Community Relations
 - 2.2 Organizational, Managerial and Scholarly Ethos
- 3 EQUAL OPPORTUNITY, NONDISCRIMINATION, HARRASSMENT, MOBBING AND SEXUAL MISCONDUCT
 - 3.1 Equal Opportunity and Nondiscrimination
 - 3.2 Mobbing, Harassment and Sexual Misconduct
- 4 ACADEMIC AND SCHOLARLY INTEGRITY
 - 4.1 Scholarly Integrity for Faculty and Academic Staff
 - 4.2 Academic Integrity Policy for Ph.D. Students
- 5 CONFLICTS OF INTEREST

1 INTRODUCTION

IMT Institute for Advanced Studies Lucca (hereafter IMT) is an international Graduate School and Institute of Technology that acts as a research university with the aim of forming human capital – specifically with regard to its PhD programs - in disciplines characterized by their high potential for concrete application. IMT strives to reach the fusion of theoretical comprehension and practical relevance.

2 GENERAL PRINCIPLES

Pursuant to the IMT Statutes, IMT adopts this Code of Conduct and Ethics. In pursuing academic and research excellence, IMT promotes and adheres to the following general principles: honesty, integrity, accountability and mutual respect. All members of the IMT community, be they faculty, staff, students, or members of the institution's governing bodies (hereafter referred as members of the IMT community), are expected to conduct themselves in accordance with these basic principles and to follow the guidelines set out below.

2.1 Good Citizenship and Community Relations

IMT is committed to acting as a good citizen, both within the global academic community and as an Italian public institution. As such, IMT and members of the IMT community are governed by internal rules and regulations and undertake to obey all laws and regulations to which they are subject under Italian legislation. IMT further aims to be a vital part of the local community, cooperating with industry and institutions to promote the development and internationalization of the territory and the use and transfer of research products. All members of the IMT community are reminded that their actions reflect on the reputation of the institution and are expected to conduct themselves accordingly.

2.2 Organizational, Managerial and Scholarly Ethos

In addition, IMT's scholarly and organizational identity is defined by the following principles: accountability, efficiency and transparency in its managerial model and meritocratic, internationally competitive and accessible recruitment and evaluation procedures. In this regard, IMT's procedures are in compliance with the European Commission recommendations proposed in the [European Charter for Researchers and in the Code of Conduct for the Recruitment of Researchers](#). IMT has further signed the [Commitment of Quality Assurance](#) for the EURAXESS Researcher's mobility portal.

3 EQUAL OPPORTUNITY, NONDISCRIMINATION, HARRASSMENT, MOBBING AND SEXUAL MISCONDUCT

3.1 Equal Opportunity and Nondiscrimination

IMT is committed to providing an equal opportunity working and learning environment based on mutual respect and tolerance and free from discrimination of any kind. As such, it is IMT policy that no member of the IMT community will act in such a way as to discriminate against any person on the basis of any personal characteristic, including but not limited to, his/her sex, gender identity, age, race, national or ethnic origin, ancestry, religion, physical or mental disability, marital or domestic partnership status, sexual orientation, or political belief or affiliation. This holds with regard to the application of educational policy, recruitment, allocation of funding, research policy, professional development and any other scholarly or administrative procedures.

3.2 Mobbing, Harassment and Sexual Misconduct

It is IMT policy that no form of bullying, mobbing or harassment will be tolerated. This policy further holds with respect to sexual misconduct, which is defined as any unwanted act or conduct of a sexual nature, which has the potential to be injurious to the dignity and freedom of the person(s) towards whom it is directed or which is likely to create climate of intimidation, exploitation or harassment.

4 ACADEMIC AND SCHOLARLY INTEGRITY

Academic and scholarly integrity is fundamental to IMT's educational and research mission. All members of the IMT community are expected to uphold basic standards of honesty in their words, deeds, and dealings with others. No form of plagiarism, falsification, misrepresentation, scientific or other intellectual fraud will be tolerated.

4.1 Scholarly Integrity for Faculty and Academic Staff

In addition to adherence to the above standards, all faculty and academic staff are expected to comport themselves in accordance with the General Principles and Requirements applicable to Researchers as outlined in the [European Charter for Researchers](#) and the [European Code of](#)

[Conduct for Research Integrity](#). In addition, all faculty and academic staff under the employment of IMT, including those with double affiliation, are required to cite their affiliation with IMT in any scholarly or scientific work published under their name.

4.2 Academic Integrity Policy for Ph.D. Students

As regards students, the principles outlined above apply to general comportment as well as to any assignment or work carried out in completion of the requirements of a Ph.D. program including assignments, theses, presentations, progress reports, etc.

Prohibited behavior falling under the auspices of this clause includes, but is not limited to:

- a) Plagiarism: defined herein as the representation of another's words or ideas as one's own. Plagiarism can take many forms and can range from the deliberate misappropriation of others' work to a failure to properly cite sources used in academic or other scholarly work.
- b) Unauthorized collaboration: students are prohibited from undertaking any unauthorized collaboration with another student of IMT or outside party in respect of the fulfillment of any requirement for his or her degree. Any such collaboration will be deemed unauthorized until the express consent of the student's supervisor, tutor or the instructor of the course, as the case may be, is given.
- c) Falsification, fabrication or misrepresentation of results: manipulation or dishonest reporting of research, or data; misrepresentation of the nature or results of research and ideas of others; false reporting concerning the fulfillment of requirements for a course, internship or placement; falsification of letters of support, letters of reference, academic records or transcripts.

IMT is committed to the detection of plagiarism and other instances of academic dishonesty and places electronic plagiarism technologies at the disposal of its academic staff. Any assignment or piece of work carried out in satisfaction of the requirements for the granting of an IMT degree or diploma may be subject to control and verification using such technology.

5 CONFLICTS OF INTEREST

All members of the IMT community are expected to carry out their responsibilities with the highest level of integrity and ethical behavior and to discharge their duties in the best interests of the institution. Members of the IMT community are prohibited from using their position to gain inappropriate advantage or profit, for themselves or others, at the expense of the interests of the institution.

The following activities are considered to be conflicts of interest and are hereby prohibited:

- a) Orienting IMT research, teaching, or other related activities for inappropriate private profit or advantage or to serve the needs of outside individuals, organizations, or institutions with which a faculty or member is associated for financial gain, without the appropriate disclosure to IMT.



INSTITUTE
FOR ADVANCED
STUDIES
LUCCA

- b) Transmitting to outside individuals, organizations, or institutions with which the faculty or staff member is associated for financial gain or other private advantage, of IMT-sponsored work products, results, materials, records, or information that are not made generally available, without disclosure to and approval by IMT.
- c) Participating in or influencing on behalf of or in connection with IMT, any business transaction, such the purchase or lease of equipment, materials, or services from individuals, organizations, or institutions with which the faculty or staff member is associated for financial gain without disclosure of said association to IMT.
- d) Use of IMT equipment, materials, services or facilities by any member of the IMT community for his or her private advantage or for the benefit of other individuals, organizations, or institutions with which he or she is associated without proper authorization and compensation, where appropriate.
- e) Soliciting or accepting for personal use, or for the use of others, gift, favor, loan, promise of employment or any service or item of monetary value that might influence or appear to influence the judgment or conduct of a member of the IMT community regarding IMT activities or policy.